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CHAPTER 6. PROFICIENCY RATING SYSTEM

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CHAPTER 6. PROFICIENCY RATING SYSTEM

1. SCOPE

a. The provisions of this chapter apply to the proficiency evaluation of physicians, dentists, podiatrists, optometrists, nurses, nurse anesthetists, physician assistants and expanded-function dental auxiliaries appointed under authority of 38 U.S.C. chapter 73 or 74. The above categories of individuals are included in the term employee(s) as used in this chapter unless otherwise specified. The term "Under Secretary for Health or designee" as used in this chapter means the Under Secretary for Health or a designee in Central Office.

b. The following employees are excluded from the scope of this chapter:

(1) Health care facility Directors appointed under authority of 38 U.S.C. 7401(1). Directors will be evaluated using the same policies and practices that apply to the Senior Executive Service in accordance with provisions of MP-5, part I, chapter 920, section F.

(2) Certified respiratory therapy technicians, registered respiratory therapists, licensed physical therapists, licensed practical or vocational nurses, occupational therapists, and pharmacists appointed under 38 U.S.C. 7401(3) or 7405. These employees will be subject to the performance appraisal provisions of Title 5, U.S.C. contained in MP-5, part I, chapter 430.

2. REFERENCES

38 U.S.C. chapters 73 and 74. (See par. 6, Introduction to this part.)

MP-7, part I, chapter 2

3. POLICY

a. The proficiency rating system will be designed to assure the effective and efficient utilization of the covered employees and to furnish bases for assistance and guidance to them in the performance of their assignments and the development of their skills and abilities.

b. The proficiency rating system will provide for planned, continuous, and systematic review, analysis and evaluation by all supervisors of the effectiveness of employees in their assignments.

c. The proficiency rating of supervisors will include an evaluation of their performance in furthering equal employment opportunity, including employment of disabled veterans and other handicapped individuals, minority groups, and women employees. (See MP-7, part I, chapter 2.)

Authority: 38 U.S.C. 501(a), 7421

4. PROCEDURES

The Under Secretary for Health and designees will prescribe instructions for periodic counseling of employees, for regular annual proficiency ratings, for delays of these ratings, and for special ratings to be made as administratively required.

Authority: 38 U.S.C. 501(a), 7421

